

Inside this edition:

Annual Appraisals	1
Heart Walk	2
GEM Awards	3
Employee Appreciation Luncheon	4
Leisure Services	5
Lifestyle & Wellness	6
Police	8
Birthdays & Milestones	10

Our mission:

To provide efficient, effective and openly responsive municipal services to all citizens while promoting responsible economic development, preserving our heritage and enhancing our quality of life, and creating a better community.

ANNUAL APPRAISAL TIME!

It's that time again! Annual performance appraisals are coming soon...

As you know, our Performance Appraisal System allows your individual contributions to be made very clear to you and your supervisor! The process is designed so you will know exactly what you need to do to make Gulfport a better place to live and to work.

Based on the Management By Objectives (MBO) System, its philosophy is that it takes all employees working together to achieve the City's vision. City leaders have used the MBO System for 3 years to aid in planning Gulfport's rebuilding efforts. Our Managers and Supervisors have been properly trained to administer this management tool.

The performance appraisal system includes annual goals and is better for several reasons.

- It is fair and fact-based – you get a chance to discuss clear, specific expectations of your performance with your supervisor before you are held accountable for them.
- Asks for your opinion on your own annual goals which support the annual goals of your department.
- Maintains a written track record of your performance.
- Sets aside pre-scheduled times for you and your supervisor to plan strategies to help you improve performance and aid your further career development.
- Gives you the opportunity to share any new ideas or improved methods.
- Improves communication between you, your supervisor and his/her supervisor.
- Is motivational – you get to see your progress against measurable expectations and goals.

Recently, you met with their supervisors for your *Mid-Year Performance Meeting*.

(Continued on Page 5)

FROM THE HEART

On Saturday, October 3rd, City employees joined forces with the American Heart Association for the annual Harrison County Heart Walk. Over the past few months, departments were hard at work planning various fundraisers to exceed our **\$10,000** goal by **\$2,100!**

Events included a Saints ticket raffle (Leisure Services), a red beans & rice luncheon & bake sale (General Administration/City Hall), and a dunking booth & "Labor for Hire" auction (Public Works).

Thanks to everyone for your hard work and for making this year a success!



Walkers at the Heart Walk



Lunch Ladies: (L-R) **Antoinette White**, **Rebecca Kajdan**, **Lisa Bradley** & **Chelsea Brannon** serving up red beans & rice on October 1



Dining In: **Michael Liles** and **Randall Johnson** at the red beans & rice luncheon



In Someone Else's Shoes: Councilman **R. Lee Flowers** working hard in Public Works' Labor for Hire event



Washed Up! Councilwoman **Libby Milner-Roland** takes her turn in the dunking booth

GEMS Dazzle!



The City of Gulfport is proud to have loyal, efficient and dedicated employees who provide valuable services to our citizens. GEM Awards is an employee recognition program that celebrates employees who “Go the Extra Mile” and is designed to recognize individuals who have made extraordinary contributions in the workplace or community.

This quarter, four individuals were recognized for their outstanding contributions:

- Vera Edwards, **Leisure Services - Outstanding Service**
- Michael Krauss, **Police Department - Safety & Heroism**
- Renee Oatman, **Public Works - Human Relations**
- Jason Pryor, **Urban Development - Outstanding Service**

Our GEMs attended a luncheon on August 20th at C&G Grille and were presented with a \$50 VISA gift certificate. The luncheon was sponsored by Island View Casino and the certificates were donated by Roy Anderson Corporation.



Our GEMs (L-R): Jason Pryor, Renee Oatman, Vera Edwards & Michael Krauss pictured with Mayor Schloegel (center)

Fighting the Flu



On September 30th, City employees took advantage of free flu shots given by staff from Memorial Hospital. In all, they gave nearly 150 doses of the vaccine!

But vaccinations alone aren't a fool-proof way to fight the bug. Follow these important tips to help fight the spread of seasonal flu:

- Wash your hands frequently, thoroughly, and often—this is the single best way to prevent transmission of the virus!
- Cover your nose & mouth with a tissue when you cough or sneeze. Throw the tissue away after using.
- While sick, limit your contact with others. The CDC recommends that you stay home for 24 hours after your fever is gone.

Our wellness clinic has ordered additional flu vaccine. Call **863.6760** to be placed on the waiting list.

*Go Ahead, Take a Shot: **Dean Morrow** (pictured on right) takes his flu vaccination*

For all you do...THANK YOU!

On August 31st, Mayor Schloegel, Dr. Kelly & Department Managers & Directors hosted a luncheon to say "THANK YOU" to employees for your hard work & dedication with rebuilding & recovery efforts over the past four years. We'd never be this far along without each one of you!



(L-R): **Douglas Hicks, Leon Joyce, Bill Angley & Richard Thorsten**



(L-R): **Don Earnst, Ken Northington, & Jonathan Bounds**



(L-R): **Jennifer Jones-Snaer, Valeria Seldon-Ray, Quiana Purdy, Chandra Moore**



(L-R): **Keith Bennett, Samuel Acosta, Kenneth Chandler**



(L-R): **Rusty Ramage, Robert Langlois, Darlene Cooley**



(L-R): **Rick Ritchie, Joanne Fayard, Gary Anderson**



(L-R): **Donnie Jenkins, Kathy Hale, April Robinson**

What's Happening in Leisure Services—*Submitted by Kerri Jones & Larry Davis*



Safety First!

The Police Department recently provided the Safe Routes to School Bicycle Safety Class for elementary aged students at the Gaston Point and Willie Lock After School Recreation Programs. The course was led by **Jimmy Johnson** of the Gulfport Police Department. The children were taught bicycle safety principles and participated in an obstacle course provided by a Grant from the Department of Transportation.

Hershey Track & Field Games

The Hershey Track and Field Games came to an end for four Mississippi athletes on August 1. This year, the Games brought 560 youth athletes to the North American Final Meet to compete in variety of track and field events, including running, jumping and throwing competitions; and for the fourth year in a row the youth athletes had the chance to meet Olympic legends Rafer Johnson and Carl Lewis.

On Saturday the athletes participated in various events at the Milton Hershey School Track in Hershey, PA with two Gulfport residents placing in their respective events: A'Darius Steele, 5th in the 800 Meter Run and Acie Stewart, 7th in the 50 Meter Dash. Leisure Services Program Coordinator **Larry Davis** accompanied our local athletes to the Games.

Performance Appraisals *(continued from Page 1)*

The purpose of this meeting was to discuss the your progress of meeting established goals, to provide feedback on performance to date, and to revisit the City's vision and mission and your department's annual goals.

The final step in the process is the *End-of-Year Review*. This is the time in which you will meet with your supervisor to reflect back on all that you've accomplished since the *Initial and Mid-Year Performance Meetings*. This is the time when you will receive your annual performance rating and also marks the beginning of the new review period.

You can be proactive by preparing now for your annual meeting. Make a list of your achievements, gather supporting documentation, and think of goals you want to accomplish in the upcoming year.

If you have questions about the Performance Appraisal Process, feel free to speak to your supervisor or a Human Resources representative at x**5831**.

Have some news? Let us know! Send your ideas, information, and pictures to:

Fire - Donna Ladner
868-5954
dladner@gulfport-MS.gov

General Admin/Council/Legal -
Lauren Germany
868-5831
lgermany@gulfport-MS.gov

Leisure Services - Kerri Jones
868-5881
kjones@gulfport-MS.gov

Municipal Courts - Jennifer Jones-Snaer
868-4285
jjснаer@gulfport-MS.gov

Police - Mike Saucier
868-5900
msaucier@gulfport-MS.gov

Public Works - Yolanda McArthur
868-5741
ymcarthur@gulfport-MS.gov

Urban Development - Isaac Williams
868-5710
iwilliams@gulfport-MS.gov

Diet Soda: Great...for Weight Gain? - submitted by Mike Bradley, Wellness Trainer

"Yes, I would like 2 Big Macs, 1 fillet-o-fish, 1 cheese burger (no pickles), an order of large fries and a **DIET** coke". Have you heard those words or some similar phrase? It's as though the diet coke nullifies the 2000 calories being consumed from the enormous meal.

Advice to readers: If you fit this description, keep your eyes straight ahead and pretend you didn't just read that. No one will ever know you are that person.

A new study shows that people that drink diet sodas don't lose weight. They actually gain, says Sharon P. Fowler, MPH, at the University of Texas Health Science Center, San Antonio. Fowler reported the data at the annual meeting of the American Diabetes Association in San Diego.

"What didn't surprise us was that total soft drink use was linked to overweight and obesity," states Fowler. "What was surprising was when we looked at people only drinking diet soft drinks, their risk of obesity was even higher."

In fact, when the researchers took a closer look at their data, they found that nearly all the obesity risk from soft drinks came from diet sodas. "There was a 41% increase in risk of being overweight for every can or bottle of diet soft drink a person consumes each day," Fowler says.

More Diet Drinks, More Weight Gain

Fowler looked at seven to eight years of data on 1,550 Mexican-American and non-Hispanic white Americans aged 25 to 64. Of the 622 study participants who were of normal weight at the beginning of the study, about a third became overweight or obese.

Regular soft-drink drinkers' risk of becoming overweight/obese:

- 26% for up to 1/2 can each day
- 30.4% for 1/2 to one can each day
- 32.8% for 1 to 2 cans each day
- 47.2% for more than 2 cans each day.

Diet soft-drink drinkers' risk of becoming overweight/obese:

- 36.5% for up to 1/2 can each day
- 37.5% for 1/2 to one can each day
- 54.5% for 1 to 2 cans each day
- 57.1% for more than 2 cans each day

For each can of diet soft drink consumed each day, a person's risk of obesity went up 41%.



Mike Bradley has been contracted to manage our Fitness Center and assist employees with their personal fitness and dietary goals. In addition to over 15 years of professional experience in fitness and personal training, Mike is also certified in Biomechanics. He brings additional qualifications as a Personal Trainer, Physical Fitness Specialist and Master Fitness Specialist!

Mike will create a personal fitness plan specific to your needs and goals. Mike can be reached at (228) 669-9325 or at mikebfitness@yahoo.com to schedule a time for your schedule your assessment.

Send an e-mail to Mike with questions about the latest training techniques, nutrition, diet and weight loss questions. You'll find some of his answers in our next newsletter. Please note that Mike cannot make diagnoses or give specific advice for medical conditions.

THINK PINK: October is Breast Cancer Awareness Month!

According to the Susan G. Komen Foundation, an estimated 192,370 new cases of invasive breast cancer will occur among women in the United States during 2009. Of those 40,170 women will die from breast cancer. Although most common in women, about 1,910 men will be diagnosed and 440 of those will lose their battle with breast cancer this year.



The National Breast Cancer Awareness Month (NBCAM) program is dedicated to increasing awareness about the importance of the early detection of breast cancer through a nationwide campaign.

More and more women are surviving breast cancer through early detection by mammography. If you're a woman over 40 or have a history of breast cancer in your family, think about scheduling a mammogram this month. If you're covered by our insurance plan, you have a wellness benefit of up to \$800, so your mammogram could be covered at 100%!

H1N1: Your Questions Answered

H1N1 is a respiratory disease that causes a regular outbreak in pigs. Humans do not normally get H1N1, yet infections can occur, and have now been reported and spread from person to person.

The Centers for Disease Control (CDC) has determined that H1N1 is contagious in humans. In fact, sick individuals may be able to infect others beginning one day before their symptoms develop and up to seven days or more after becoming sick. That means that you may be able to pass on the flu to someone else before you know that you are sick, as well as while you are still battling the virus.

A vaccine was recently approved by the FDA and will be available for distribution in October. In addition, there are everyday actions that can help prevent the spread of germs that cause respiratory illnesses. Take these everyday steps to protect your health:

- Cover your nose and mouth with a tissue when sneezing or coughing. Throw the tissue away after using it.
- Wash your hands often with soap and water, especially after sneezing and coughing. Alcohol-based hand sanitizers are also effective.
- Avoid touching your eyes, nose or mouth.
- Try to avoid close contact with people who are ill.
- If you do become sick with H1N1, stay home from work or school and limit your contact with others to keep from infecting them.

What Should You Do if You Get Sick?

If you live in areas where H1N1 has been identified and you become ill with influenza-like symptoms – fever, body aches, runny nose, sore throat, nausea and vomiting or diarrhea – contact your healthcare provider immediately. He/she will determine whether influenza testing or treatment is necessary.

For more information on H1N1, visit www.cdc.gov/h1n1flu or call (800) 232-4636.

Fitness Center: Spouses Welcome!

Spouses may now use the fitness center anytime after 6:00 p.m.

BEFORE they start using the center, they must meet with **Mike Bradley** for an initial assessment. Call or e-mail Mike at (228) 669-9325 or at mikebfitness@yahoo.com to schedule an appointment!



Halloween Fun Facts:

The origin of Halloween can be traced to early Celt tribes from 5000 years ago.

Of all the candy sold annually, one quarter of it is sold during Halloween. The number one candy of choice is Snickers.

Your Jack o' Lantern probably came from Illinois, which grew 542 million pounds of pumpkin last year.

The most popular costumes in 2008 were Batman and the Joker from *The Dark Knight*.

Trick or Treating is attributed to Irish peasants who begged the rich for food and played practical jokes on those who refused.

In 1978, the movie *Halloween* was made in just 21 days and on a very limited budget.

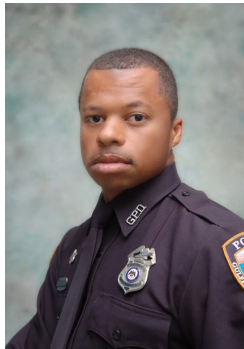
Samhainophobia is the fear of Halloween.

OFFICERS OF THE MONTH

Detective Justin Hayes (picture at right) was named as Officer of the Month for April 2009.

Detective Hayes is a six year veteran of the police department and has been serving in the Detective Division for the last two years and is credited with successfully solving a recent murder case and bringing the killer to justice.

Detective Hayes's work on the case was hampered when witnesses refused to provide information. Through his relentless dedication to duty, **Hayes** collected the evidence necessary to secure an arrest warrant for the suspect. His supervisor calls him, "A dedicated employee whose number one concern is the safety of the citizens of Gulfport."



Detective Mark Joseph (pictured left) was selected as Officer of the Month for June 2009.

Joseph is a six year veteran of the Gulfport Police Department and has been working as a Narcotics Investigator for the last year.

Detective Joseph was instrumental in removing 44 drug offenders from the streets of Gulfport. In a single month, he made 17 felony drug arrests and assisted in 27 other drug related cases. His supervisor describes **Detective Joseph** as, "A very dedicated police investigator, continually going out of his way to support our community."

Sergeant Chris Ryle (at right) is Officer of the Month for July 2009.

Sergeant Ryle has been with the Police Department for 11 years, serving six of those years in the Detective Division. During the month of June, the police department hosted its second annual Homicide Cold Case Symposium, an innovation of **Sergeant Ryle**. Cold cases are discussed, ideas exchanged, and some services and technology are showcased. The most recent symposium provided an identification of a suspect. The symposium has been such a success that agencies in north Mississippi have made plans to hold one.

According to his supervisor, "**Chris** is a proven leader and dedicated member of the police department."



Lieutenant Neal Stachura is Gulfport's most recent graduate from the Southern Police Institute at the University of Louisville, KY.

Stachura was a member of the 121st class to participate in the Administrative Officer Course and graduated on May 6th.

The course is designed to develop informed, effective, ethically and technically competent law enforcement managers who are capable of assuming positions of leadership in their respective agencies. The Southern Police Institutes comprehensive educational environment and world recognized methods of instruction encourages a commitment to learning and self-improvement long after the course is finished. According to **Lt. Stachura**, "It was an excellent opportunity to further develop my insight in law enforcement management and bring back current management principles to the police department."





The City of Gulfport
Leisure Services Department



Fall Fun Festivals!

Thursday, October 22nd
Gaston Point Community Center
6:00pm-8:00pm (located at Old Pass
Rd. and Mills Ave.)

Thursday, October 29th (located at
Goldin Sports Complex Three Rivers
6:00pm-8:00pm Rd. & Prudie
Circle—

***Free Games, Treats, & Fun for all!**

***Halloween Costume Contest!**

This FREE holiday event is sponsored by The City of Gulfport
Leisure Services Department. For more details, call our office at
(228) 868-5881.

RUN-N-TRI COMPANY CHARITY RACE SERIES

5K RUN/WALK and 1 MILE FUN RUN

Proceeds Benefiting

Mississippi Firefighters Memorial Burn Association



Saturday, October 17, 2009 at 8 A.M.
9138 Carl Legett Road, Gulfport, MS 39503
Call 604-2227 or e-mail run.n.tri@gmail.com

Urban Development News

Submitted by Isaac Williams

Urban Development is pleased to recognize these employees on their achievements throughout the month of July.

Plans Review Examiners **Lee Floyd & Geoff Hitner**; Building Inspector **Bill Racz**; Deputy Building Official **Gary Anderson**; and Code Enforcement Officers **Craig Wiggins, & Randy Beaugez** completed the "High Wind construction Course" by the Building official Association of Mississippi and Mississippi Emergency Management Agency.

Rick Ryan, Chief of Code Enforcement passed and received certification from the International property Maintenance course taken on July 6th.

General Administration Achievements

Records Manager **Helen Fasler** recently completed the Mississippi Municipal Clerks Certification Training through Mississippi State University.

According to the University, the three year program prepares city clerks, tax collectors and their deputies for changes in laws, teaches approaches to improved efficiency, and the sharing of common problems and solutions, while providing these officials the opportunities to achieve greater professionalism.

PROMOTIONS

Mike Mullins, Auto Shop Foreman
Leonard Papania,
 Deputy Chief of Police
Felicia Dunn-Burkes, City Judge
Kevin Raymond, Commander
Marian Faul, Dispatcher I
Amber Moran, Dispatcher I
Timothy Ishee, Firefighter I
Meredith Meadows,
 Patrol Officer II
Kristin Rich, Patrol Officer II

Timothy Adams, Patrol Officer II
Amanda Evelyn, Patrol Officer II
Joseph Garrett, Patrol Officer I
Lee Seymour, Patrol Officer I
Rick Fisher, Sergeant
Adam Gibbons, Sergeant
Kevin Jackson, Sergeant
Bradley Walker, Sergeant

NEW HIRES

J. Kirk Clark, Prosecutor
Robert “Fant” Walker,
 City Judge

BIRTHDAYS

OCTOBER

1-Jonathon Bratton, Jonathan Grimes
 2-Charles Beasley, Doug Kicks, Vicki Parkhill,
 Jess Trania, Blake Tucker
 3-Alan Anderson
 4-Randall Johnson
 5-Lon Booker, Charles Davis
 6-Shame Ogburn
 7-Patrick McCann
 8-Ian Murray, Ben Wolfe
 9-Lonnie Bobinger, Richard Farris, Carl Gangemi,
 Donald Myers, Randy Necaie
 10-Dereck Ladner, Jackie White
 12-Christopher Celentano, Chandra Moore
 13-Don Ernst
 14-Jonathan Bounds
 15-John Johnson
 16-Terry Northington
 17-Jeffrey Scafide
 19-Brenda Chapman, Cindy Reid
 20-Orenthian Bradley
 22-Bran Bishop, Marshall Hilley, Greg Holmes
 23-Stephenie Benigno, Jason Gouin, Mickey Sheppard
 24-Norman Heflin
 26-Perry Byrd
 27-David Bertucci
 28-John August, Margaret Murdock
 29-David Hansen, Timothy Sims, John Stachura,
 Michael Westbrook
 30-Chris Baker, George Chaix, John Grant,
 Claudia Salas
 31-Dean Morrow, Eddie Walker

NOVEMBER

1-Brandon Necaie, Benjamin Simpson
 2-Adam Johnson, Jacqueline Platts
 4-Marian Faul, Mike Taylor, John Thornton
 5-Matilda Welch
 6-John Bennett, Frank Skinner
 8-Ryker Haselden, Reggie Sims
 9-Allison Stachura
 10-Walter Higginbotham, Kerri Jones
 12-Chelsea Brannon
 13-Samuel Acosta, Lauren Germany
 14-Robert Morton
 15-Eddie Hilliard
 16-Dennis Walker
 17-Chandy McGill
 18-Joseph Ashmore, John Duncan, Nellie Henry,
 John Kelly, William Scarborough, Darren Vendros
 19-Scott Hetrick, Woodrow Payne
 20-Shannon Hampton, Robert Harenski
 23-Larry Burkhalter, James Griffin
 24-Ken Brown, Kevin Raymond
 25-Thida Hall, Tommy Payne, Joseph Wuest
 26-Daniel Campton, Matthew Dillon, Joe Ing
 27-Phillip Biancamano, Jeffrey Necaie
 28-Ryan Lafontaine, Kenneth Martin, Ronald Roe,
 Jonathan Smith
 29-Godfrey Davis, Jennifer Fay